



Senate

General Assembly

File No. 2

February Session, 2022

Senate Resolution No. 3

Senate, February 25, 2022

The Senate Committee on Appropriations reported through SEN. OSTEN of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION
AWARD BETWEEN THE STATE OF CONNECTICUT AND THE UNION
OF PROFESSIONAL JUDICIAL EMPLOYEES (AFT/AFT-CT, AFL-CIO).**

Resolved by the Senate:

- 1 That the arbitration award between the State of Connecticut and the
- 2 Union of Professional Judicial Employees (AFT/AFT-CT, AFL-CIO),
- 3 issued by the arbitrator on January 27, 2022, submitted to this assembly
- 4 for approval February 10, 2022, as provided in subsection (b) of section
- 5 5-278 of the general statutes, is approved.

APP *Senate Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 22
Judicial Dept.	Various - Cost	3,702,024
Pub. Defender Serv. Com.	GF - Cost	207,056
State Comptroller - Fringe Benefits ¹	Various - Cost	577,176

Note: Various=Various; GF=General Fund

Municipal Impact: None

Explanation

The resolution proposes approval of an arbitration award between the State of Connecticut and the Union of Professional Judicial Employees (AFT/AFT-CT, AFL-CIO). This arbitration award covers one fiscal year for the period of July 1, 2021 - June 30, 2022.

The above parties currently have a collective bargaining agreement in effect from July 1, 2016 - June 30, 2022; with a wage reopener provision for the final year of the contract.

Total estimated costs associated with this arbitration award are \$4,486,256 in FY 22 (see table below for more detail).

Judicial Branch Professionals All Funds Cost Estimate

	FY 22 \$
3.0% General Wage Increase (GWI) retroactive to 7/1/2021	3,044,224
Annual Increment	602,701
Longevity	98,272

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 40.53% of payroll in FY 23.

Accrual Payouts	92,343
Overtime	24,687
Stipends: On Call/GPS Monitoring/ AAF ¹	46,853
Total Wages	3,909,080
Social Security, Medicare, and Unemployment	299,631
Other Post Employment Benefits (OPEB) 3%	117,272
State Employee Retirement System (SERS) ²	160,272
TOTAL	4,486,256

¹Stipends increase with a GWI. AAF is the Automobile Availability Fee.

²The SERS impact will not be recognized until FY 24.

Wage Increases - In FY 22, employees will receive a general wage increase (GWI) of 3.0% that is estimated to have an All Funds cost of \$3,044,224. Employees will receive an Annual Increment which is estimated to cost \$602,701. Additional FY 22 cost increases are: 1) longevity payments - \$98,272; 2) accrual payouts - \$92,343; 3) overtime - \$24,687; and 4) stipends for on call/standby pay, GPS monitoring and auto availability - \$46,853. All increases are retroactive to July 1, 2021.

Fringe Benefits - Social Security, Medicare, unemployment and retiree health related fringe benefit costs will be incurred based on the wage related provisions negotiated in the contract. The social security rate is 7.65% of salary. The unemployment rate is 0.15% of salary. The state contribution towards retiree health is 3%. The estimated fringe benefit costs are \$416,903 in FY 22.

Impact to Retirement - Employees covered by this contract are members of the State Employees' Retirement System (SERS). The pension impact of the wage related provisions assumes an average normal cost SERS rate of 4.10%. The total estimated retirement cost is \$160,272 in FY 22. The increased costs to SERS will not be recognized in the state's actuarially determined employer contributions (ADEC) until FY 24, as the FY 23 contribution is set based on the June 30, 2022 actuarial valuation.

Funding Availability - There is anticipated to be adequate funding in the FY 22 appropriation for both the Judicial Department and the Public Defender Services Commission to cover the costs associated with this award. Lastly, the provisions of this award remain in effect until a

subsequent contract is negotiated by the parties.

Member Overview – There are approximately 1,350 employees covered by this arbitration award.

The Out Years

This contract will expire effective June 30, 2022. The wage provisions of this resolution will remain in effect in future years subject to the outcome of the collective bargaining process.

OFA Bill Analysis**SR 3*****RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION AWARD BETWEEN THE STATE OF CONNECTICUT AND THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES (AFT/AFT-CT, AFL-CIO).*****SUMMARY:**

The resolution proposes approval of an arbitration award between the State of Connecticut and the union of professional judicial employees (AFT/AFT-CT, AFL-CIO) bargaining unit. This award covers one fiscal year for the period of July 1, 2021 to June 30, 2022.

EFFECTIVE DATE: Upon Passage

COMMITTEE ACTION

Appropriations Committee

Senate Favorable

Yea 12 Nay 0